

AGREEMENT
BETWEEN
THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS

AND

OPERATIVE PLASTERERS' AND CEMENT MASONS
INTERNATIONAL ASSOCIATION

FOR

LOCAL #143 (CHAMPAIGN)
LOCAL #18, AREA #152 (BLOOMINGTON)

COVERING

HIGHWAY/HEAVY CONSTRUCTION

IN

DISTRICT #5

All of Champaign, Clark, Coles, Cumberland, Douglas, Edgar, Ford,
Macon, Moultrie, Piatt, Shelby, Vermillion and
Parts of DeWitt Counties

Effective: May 1, 2002

Expires: April 30, 2006

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AGREEMENT

This Agreement made and entered into this 1st day of May, 2002, between the Associated General Contractors of Illinois, for and on behalf of contractors who have so authorized it, and the Operative Plasterers' and Cement Masons' International, and the following Local Unions: Local #18, Area #152, Bloomington, Illinois and #143, Champaign, Illinois, who have been recognized as the unit with bargaining rights for journeymen and apprentice cement masons in the following counties in Highway District #5: Champaign, Clark, Coles, Cumberland, Douglas, Edgar, Ford, Macon, Moultrie, Piatt, Shelby, Vermilion and parts of DeWitt. NOTE: Old Local #103, Decatur, has been merged into Local #152, Bloomington, excluding Christian County.

WITNESSETH

THAT, WHEREAS, it is believed to be of mutual advantage that a workable agreement shall exist between and among the contractors, and the Union, and the International, in the employment of Plasterers and Cement Masons on highway and heavy construction projects;

AND, WHEREAS, it is believed that such an agreement will eliminate disputes and work stoppages due to misunderstandings of jurisdictional awards and proper recognition of craft practices;

AND, WHEREAS, the parties hereto expressly eliminate work commonly known as *building construction*, herein defined as all work inside the recognized property line. Sidewalks and steps that are not installed with the paving do not come under this agreement and are recognized as building construction;

AND, WHEREAS, it is desired to establish a uniform wage and uniform working conditions throughout Highway District 5 of the State of Illinois;

It is therefore understood and agreed between the parties hereto as follows:

ARTICLE 1 EMPLOYING CEMENT MASONS

The Employer shall secure and employ Cement Masons under the following terms and conditions of employment: Journeymen and Apprentices of Cement Masons who are now employees of the Employers who are signers of this Agreement and who are members of the Union on the effective date of this Agreement shall be required to remain members of the Union as a condition of employment during the term of this Agreement. As a condition of employment during the term of this Agreement, new employees shall be required to become and remain members of the Union from and after the seventh day following the dates of their employment.

If there is no Cement Mason Foreman on a project, the employer shall contact the Business Agent not less than twelve (12) hours before the Cement Mason is to report to the project.

The seven day requirement as described above means seven working days accumulated with one or more contractors signatory to this Agreement, or who may hereafter become signatory to this Agreement.

It is further agreed that in the event any employee employed under the terms and conditions of this Agreement does not comply with the above section, the party of the second part shall notify the employer in writing requiring discharge of said employee.

It is understood and agreed that the direction of the working forces and the right to hire, discharge for just cause, suspend, transfer, lay-off, promote, demote, or relieve employees of their duty shall be vested exclusively in the employer.

The employer shall have the right to determine the number of cement masons any certain operation or portion of work shall require.

ARTICLE 2

MOVEMENT OF EMPLOYEES

Signatory contractors shall be free to move employees represented by the Operative Plasters' and Cement Masons' International Association from and to any construction project under the territorial jurisdiction of this Agreement as well as up to fifty percent (50%) of employees when moving from the jurisdictional area from one Local to another Local within the State of Illinois.

ARTICLE 3

CRAFT JURISDICTION

The Cement Masons shall have exclusive jurisdiction over all finishing in back of machine such as rodding of all concrete with longitudinal floats and the finishing of all concrete surfaces whereby float, trowel, broom or any other methods not herein mentioned to bring concrete to a uniform surface.

Cement Masons shall do rubbing of concrete surfaces on bridges, viaducts, underpasses, tunnels, and highways where uniform surfaces are required whether done by hand or machine. All pointing and patching, and setting of forms for sidewalks, curb and gutter, and slope walls, shall be recognized as the work of the Cement Masons.

It is further agreed that the employer will assign to the Cement Masons such work tasks for which it has been given jurisdiction as determined by the last prior decisions or agreements, if any, as approved by the National Building and Construction Trades Department of the AFL-CIO.

ARTICLE 4 TOOLS

Cement Masons agree to furnish their own small hand tools, such as float and trowel, and the contractor agrees to furnish large tools and any special edgers required, also rubbing stones with handles, rubber floats, brushes and cork floats.

ARTICLE 5 WORKING HOURS

Eight Hour Schedule. A maximum of eight (8) hours shall constitute a day's work and same shall be between the hours of seven (7:00) a.m. and five (5:00) p.m., excepting work that must be performed according to specifications; all work necessary previous to or after starting of major crew or machinery, to be performed at the regular rate. Agreements may be made between the Employer and Business Manager of the local in whose jurisdiction the work is being performed regarding the starting and quitting time. Notwithstanding the above, all work done over eight (8) consecutive hours in any one day, lunch excepted, shall be paid at the rate of one and one-half (1 ½) times the basic rate of pay.

When employees are required to work after 6:30 p.m., they must have reasonable time to eat supper at no loss of time to the employee, and if employees do not have time to eat supper, they shall receive one-half (1/2) hour at overtime pay.

Double time shall be paid for work on Sundays and legal holidays.

The cement masons crew time shall start when the mixer starts providing he has reported on the job.

Ten Hour Day Schedule. Where not prohibited by law, and upon forty-eight (48) hours notification to the Union, the Contractor may choose the option of working four (4) ten (10) hour days, Monday through Friday, at straight time. Overtime is to be paid at the rate of one and one-half (1 ½) times the basic wage rate for all hours worked over ten (10) in a day or over forty (40) in a week. There shall be no pyramiding of overtime in this Agreement. In the event inclement weather or equipment breakdown causes a loss of time during these five (5) days, Saturday may be used to make up the remaining hours needed to complete a forty (40) hour work week, with all hours in excess of forty (40) for the work week being paid at the applicable overtime rate. When Saturday is used as a make-up day, the employees of the crew who worked that week will be given first option to work the make-up hours.

The Employer agrees that when using this option it shall be for the duration of the job or until the employer elects to return to a five (5) day, eight (8) hour schedule for the duration of the job, and can not be changed again unless mutually agreed upon by the Business Agent and the Employer.

Cement Masons' lunch period shall be a thirty (30) minute period between the hours of 11:00 a.m. and 1:00 p.m.; any cement mason who works through any part of said lunch period shall be paid at the rate of time and one-half (1 ½) for such period.

ARTICLE 6 HOLIDAYS

All work done on holidays shall be paid for at the double time rate. Holidays recognized by the terms of this Agreement shall be:

New Years Day	Veterans Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

No work shall be done on Labor Day except to save life or property. Veterans Day shall be celebrated the day after Thanksgiving. Furthermore, if a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than a Sunday, it shall be celebrated on that date.

The contractor shall be permitted to shut down the job the day before or after a holiday. When a holiday falls on Friday, payday shall be on Thursday.

ARTICLE 7 CEMENT MASON FOREMAN

When three or more Cement Masons are employed the contractor shall designate one of the Cement Masons as Cement Mason Foreman of the Cement Masons on each project, whose duties shall be to give the orders to the Cement Masons, and he shall receive one dollar (\$1.00) per hour above the basic rate of pay. The Cement Mason Foreman so designated shall be a working mason. There shall be no more than one foreman on each project.

ARTICLE 8 REPORTING

When Cement Masons are regularly employed and report for work or when cement masons are hired and bring their tools on to the job, unless ordered not to report by the employer or his representative, they shall receive two (2) hours pay. Cement Masons shall report to the foreman and, if so directed, they shall remain on the job for two (2) hours. If the Cement Masons are started to work, they shall receive not less than four (4) hours pay and if they work over four (4) hours they shall receive not less than eight (8) hours pay. The above shall not apply when inclement weather or conditions beyond the reasonable control of the contractor makes it impractical for work to proceed. In this case, the Cement Masons shall be paid for actual time worked beyond the minimum two (2) hours.

Notwithstanding the foregoing, when requested by the contractor to remain on the job and work in the rain after 2:00 p.m. to save concrete the cement mason shall be paid to normal quitting time. The employer reserves the right to hire or not to hire any cement mason seeking employment.

The contractor or the superintendent will call the cement mason foreman if he has a telephone; if he does not have a phone, he will call the business agent, if there is no work that day.

ARTICLE 9 SPHERE OF PROJECT

The cement masons agree that there shall be no stoppage of work on account of any differences which might occur between the contractor and the Union of the International, or between the Union and any other craft over jurisdictional disputes. If a dispute arises and cannot be settled between the Local Representatives and the Contractor and any other crafts, within twenty-four (24) hours, a telegram is to be sent to the General Office of the Operative Plasterers and Cement Masons International Association requesting the presence of an International Representative, and the International agrees to furnish such representative upon receipt of such request. Decisions of the National Building Trades Department shall be final on all jurisdictional disputes except where a jurisdictional dispute involves any Union or Employer not a party to the procedures set forth by the present plan established by the Building and Construction Trades Department and is not resolved by the Unions and Employer involved, the dispute may be submitted to the National Labor Relations Board for settlement.

On all cases other than jurisdictional disputes which arise and cannot be settled by the local representative and the contractor within twenty-four (24) hours, the difference of opinion or dispute shall be referred to a Board consisting of four (4) members; two (2) appointed by the Contractors and two (2) appointed by the Union, and they shall have the authority to choose a fifth member if and when they deem it necessary. The Board will be required to render a decision within forty-eight (48) hours, which decision shall be binding on both parties.

The Arbitration Board shall be a permanent institution but its individual members may be changed at any time by their respective organizations.

ARTICLE 10 APPRENTICES

In order to maintain a sufficient number of skilled journeymen cement masons in the industry covered by this Agreement, the necessity for the employment of apprentices is recognized and the training and employment of as many apprentices as is reasonable and practicable shall be encouraged and undertaken by both the Union and the Contractor.

ARTICLE 11 RECOGNIZED EMPLOYERS

Members of this Union shall work only for recognized and qualified contractors or employers who supply all material and labor, and who shall carry reliable compensation and liability insurance on their employees and shall conform to all municipal and state regulations pertaining to safety and health of employees.

ARTICLE 12 PRE-JOB CONFERENCE

When contractors are to start a project in Highway District #5, said contractors shall notify the business agent in whose jurisdictional the work is to start, for a pre-job conference prior to starting to work.

ARTICLE 13 PAYMENT OF WAGES

If an employee is discharged he shall be paid immediately. If an employee is laid off, and the employer does not have facilities at the job site to prepare payroll checks, the employer shall mail the employee's paycheck to the home address provided to the employer on the next business day. If the employee requests a slip stating the number of hours worked, the employer will provide same.

ARTICLE 14 DUES CHECK-OFF

Upon receipt of an employee's written authorization, which shall be irrevocable for not more than one year, or the termination of this Agreement, whichever occurs sooner, the employer shall deduct from such employee's wages and remit same to the duly authorized representative of Local #143 and Local #18, Area #152 as directed in writing by said Local, together with a list of the names of employees whose pay deductions were made. Such written authorization may be revoked by the employee by written notice by registered mail to his employer and the Local Union received by all during the ten day period prior to the end of any applicable yearly period, or during the ten day period prior to termination of any applicable collective bargaining agreement, whichever occurs sooner. It shall be the obligation of the Union to obtain the voluntary authorization forms from its employees and transmit same to the company.

ARTICLE 15
WAGES, CONTRIBUTIONS & DEDUCTIONS

1. Wages. The hourly rates shall be as listed in Addendum A of this Agreement.

Local #143

Effective 5-1-02 \$1.15 to be distributed
Effective 5-1-03 \$1.20 to be distributed
Effective 5-1-04 \$1.25 to be distributed
Effective 5-1-05 \$1.35 to be distributed

Local #18, Area#152

Effective 5-1-02 \$1.015 to be distributed
(plus \$0.10 Apprenticeship Training)
Effective 5-1-03 \$1.17 to be distributed
Effective 5-1-04 \$1.22 to be distributed
Effective 5-1-05 \$1.31 to be distributed

Should the Local Union desire a different distribution of wage increase for May 1, 2003, May 1, 2004 and May 1, 2005, other than specified above, it may do so upon sixty (60) days written notice to and approval of the Association, prior to the effective date of the increase provided that at no time will the wage rate or the total of the fringe benefit package decrease as such is prohibited by the Illinois Department of Labor.

(B) Apprentice Wage Rates

1 st 6 months.....	70% of above scale
2 nd 6 months.....	75% of above scale
3 rd 6 months.....	80% of above scale
4 th 6 months.....	85% of above scale
5 th 6 months.....	90% of above scale
6 th 6 months.....	95% of above scale

2. Contributions

Each Employer agrees to make the contributions, listed in Addendum A, for each hour worked hereunder, and to accept the terms and provisions of the various trusts to which the contributions are to be made.

3. Deductions

Each employer agrees to deduct from the wage rates after taxes for each hour worked and transmit said deducted sums as set forth in Addendum A.

4. Premiums

Cement Masons running power equipment or power tools are to receive \$.50 per hour additional, with the time starting between 7:00 a.m. and 8:00 a.m. as scheduled by the contractor.

ARTICLE 16 MARKET RECOVERY

1. Prevailing Wage Projects. On jobs where non-signatory or bonafide non-union contractors are bidding, the parties agree as follows: Employer agrees to employ Cement Masons, pay wages and fringe benefits as set forth in the bid document for the duration of that job, and pay overtime in accordance with applicable State and Federal law. All other terms and conditions of employment shall be mutually agreed to between the Employer and the Union.
2. Non-Prevailing Wage Projects. On projects where non-signatory or bonafide non-union contractors are bidding, wages and all other terms and conditions of employment shall be mutually agreed to between the Employer and the Union.

ARTICLE 17 SAVINGS CLAUSE

It is the intention of the parties hereto to comply with all applicable provisions of State or Federal Law, and they believe that each and every part of this contract is lawful. All provisions of this contract shall be complied with unless any of such provisions shall be declared invalid or inoperative by final order of any court of competent jurisdiction. In such event, the Union or the Contractor may, at its option, require renegotiations of such individual provisions for the purpose of adequate legal replacement thereof.

In the event of the invalidation of any section, sentence or Article of this Agreement by any Court or Board of competent jurisdiction, all remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE 18 GENERAL CONDITIONS

- (1) Selection of applicants to jobs shall be on a nondiscrimination basis and shall not be based on, or in any way affected by, union membership, bylaws, rules, regulations, constitutional provisions, or in any other aspect or obligation of union membership, policies or requirements.
- (2) The Employer retains the right to reject any job applicant.
- (3) The parties to the Agreement shall post in places where notices to employees and applicants for employment are customarily posted, all provisions relating to the functioning of any hiring arrangement.

- (4) It is agreed that neither the Employers nor the Union shall engage in or encourage employment practices which discriminate against applicants or employees on the basis of age, race, color, sex, religion, national origin, individuals with disabilities, Vietnam Era Veterans, disabled veterans, or any other characteristic protected by law.

ARTICLE 19 SAFETY

Section 1. It is recognized there are important roles to be performed by the employees, Union officials and management in the prevention of accidents and ensuring a safe and healthy working environment. The worksite should be maintained in a clean and orderly state, so as to encourage efficient and safe operations.

Section 2. It is important to succeed in this cooperative effort because it is also recognized that failure can mean emotional and financial hardship to the employee and a threat to the security of his family.

Section 3. It is because of these mutual benefits that the employees, Union officials and management pledge to do all that is possible to maintain a safe, hazard-free working environment for all on the job, including initial and continuous training, regular inspections, establishment of emergency procedure and the commitment and cooperation of the parties to this Agreement.

Section 4. Personal Cell Phones and Other Communication Devices: Because they create distractions and disrupt regular work routines, the use of personal communication devices such as cellular phones and audible pagers is prohibited during work hours and in work areas, unless the company has provided such devices to the employee for business use only. Any employee carrying a non-company issued pager with an audible alarm must ensure the alarm is turned off during work hours and in work areas. Employees must not make, return or receive calls on personally owned portable phones during work hours. Employees will have access to communication devices for emergencies. Limited and TEMPORARY exceptions to this policy permitting the use of personally owned communication devices for ongoing personal emergency situations (such as imminent birth of a child) can be made only with the prior and continued approval of the employee's supervisor.

Section 5. Each Cement Mason shall be required to successfully complete the Ten Hour OSHA Construction Safety and Health Course every three (3) years to maintain their safety awareness and competence.

Section 6. Employer will supply all required safety equipment. All Cement Masons shall be responsible for wearing appropriate safety gear such as boots, ear, eye and head protection. The Employer and all employees agree to abide by all federal, state, local and company safety policies. Failure on the part of an employee to comply with these safety rules and policies may be grounds for dismissal.

ARTICLE 20 ALCOHOL AND NON-PRESCRIPTION DRUGS

Possession, sale or use of alcohol or non-prescription drugs on the Employer's property, site of construction or during the working hours regardless of the location shall be grounds for termination. Any employee who reports to work under the influence of alcohol or non-prescription drugs shall be subject to termination. "Non-prescription drugs" shall be defined as drugs which cannot be legally dispensed without a prescription and are not covered by a current valid prescription endorsed by a qualified physician for use by named Employee in question. Employees working under this Agreement shall be subject to all necessary diagnostic medical testing for purposes of verifying compliance with this provision, when required by the Employer at the expense of the Employer.

Provision for Employee drug or alcohol testing will be outlined in Employer policy and procedures or as required in documentation by Project Owners. Drug and alcohol testing may consist of, but not limited to, pre-employment, random, reasonable cause/suspicion, post-accident, injury or unsafe act. Any random testing conducted shall utilize a computerized software program capable of blindly selecting employees by the random selection of their social security numbers. Reasonable cause shall include, for example, but is not limited to, visible impairment, possession, reports of on or off-duty use, prior detection and rehabilitation, or involvement in an accident, injury or unsafe act. Employees refusing to consent to such testing shall be deemed to have voluntarily quit.

All drug and/or alcohol testing shall follow the procedures or future revisions outlined by the Substance Abuse and Mental Health Services Administration (SAMHSA) and shall be in compliance with all state and federal laws regarding alcohol/drug testing.

Personnel utilized for testing will be certified as qualified to collect samples and adequately trained in collection procedures. The laboratory selected to conduct the analyses shall be certified by the Department of Health and Human Services and/or Substance Abuse and Mental Health Services Administration (SAMHSA) approved.

All drug screening tests shall be capable of identifying marijuana, cocaine, opiates, (morphine & codeine), phencyclidine (PCP), and amphetamines (amphetamines, methamphetamine) or other drugs that may be specified by future Substance Abuse and Mental Health Services Administration (SAMHSA) direction.

Test and Test Results. All drug tests, as provided for in this Article, shall use the immunoassay drug screening test as the initial test. All positive test results by this method will be confirmed using the Gas Chromatography/Mass Spectrophotometry methodology on a urine specimen. Final determination of a positive drug test will be made by a Medical Review Officer (MRO) or equivalent. The cutoff levels for determining a positive test for both of these methodologies shall be those

recommended by the Substance Abuse and Mental Health Services Administration (SAMHSA).

Alcohol test levels at or above .04 shall be considered a positive test when using safety-sensitive equipment.

Employees taking prescription medication which according to their physician has physical or mental side effects which could cause impairment on the job site, must report the medication to site supervision. Employees who report use of lawful medication as described above shall not be disciplined for use of same.

Any Employee with test results of negative shall be compensated for all hours lost. If an Employee has a confirmed positive test, (s)he will be: (a) suspended without pay up to thirty (30) days, or as determined by established company policy, (b) mandatory enrollment in a certified rehabilitation program, at employee's own expense, and successful completion, (c) and agree to periodic follow-up drug testing for up to two (2) years after successful completion of rehabilitation program. A second positive or refusal to participate in a certified rehabilitation program after the first positive test shall result in termination of employment.

The parties agree that during the term of this contract, that federal and state law as well as specific requirements by owners on their projects will supersede the previous paragraphs regarding the use of drug/alcohol and such rules and regulations of these entities will be applicable to this contract.

Termination under this provision, including the circumstances surrounding the conduct of the drug or alcohol test, shall be fully subject to the arbitrations provision of this agreement.

ARTICLE 21 COMPLETENESS OF AGREEMENT

This Agreement is intended to cover all matters of wages, hours, and other conditions of employment, including insurance benefits, welfare funds, pension or benefit plans or related subjects, and during the balance of the term of this Agreement, the Employers will not be required to negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement.

This provision is not to be construed as preventing any of the Local Unions from adopting a Welfare Plan, Pension Plan, Apprentice and Educational Training Plan, or Vacation Plan, or changing the amount of the contributions for said Plans to be deducted from total wages pursuant to the limitations imposed in Article 14 of this Agreement.


**ARTICLE 22
PERIOD OF AGREEMENT**

This Agreement shall remain in full force and effect for a period beginning May 1, 2002 and extending to April 30, 2006, and will be regarded as effective from year to year thereafter, unless notice is given in writing by either party hereto at least sixty (60) and not more than ninety (90) days before the yearly expiration date.

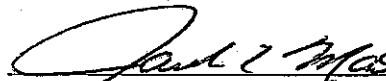
IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be signed, approved, and ratified by the duly authorized officers of the parties as of the day and year first set forth.

FOR THE UNION:

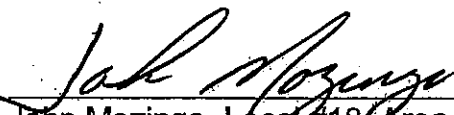
OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL



Ronald E. Eades, Local #143
Business Manager



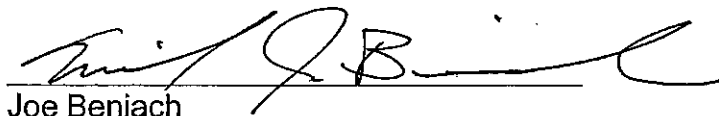
Jacob E. Martin, Local #18
Business Manager



John Mozingo, Local #18, Area #152
Business Representative

FOR THE ASSOCIATION:

ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS



Joe Beniach
Highway District #5



Bob Dunn
Highway District #5



Ray Hawkins
Director of Labor Relations

ADDENDUM A

Pursuant to Article 14 (Wages, Contributions & Deductions), **Addendum A** lists all wages, fringe benefits, and deductions in the Agreement between the Associated General Contractors of Illinois and Operative Plasterers' and Cement Masons' International Association **Local #143 (Champaign) and Local #18, Area #152 (Bloomington)**, covering Highway/Heavy construction work in Illinois Highway District #5, effective May 1, 2002 through April 30, 2006.

EFFECTIVE MAY 1, 2002

Cement Masons Local #143, Champaign (\$1.15 to be distributed)

Wages	\$22.59
Health & Welfare	2.55
Pension	5.95
Apprentice Training	0.20

Total Package \$31.29

Deductions

Dues Check-off	1.10
IRA (with employee authorization)	1.00
Vacation (with employee authorization)	1.00

Cement Masons Local #18, Area #152, Bloomington (\$1.115 to be distributed)

Wages	\$21.54
Health & Welfare	3.25
Pension	3.00
Annuity	3.40
Apprentice Training	0.20

Total Package \$31.39

Deduction

Dues Check-off (4%)	1.26
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Future increases, Local #143:

Effective 5-1-03	\$1.20
Effective 5-1-04	\$1.25
Effective 5-1-05	\$1.35

Future increases, Local #18, Area #152:

Effective 5-1-03	\$1.17
Effective 5-1-04	\$1.22
Effective 5-1-05	\$1.31

ADDENDUM A

Pursuant to Article 14 (Wages, Contributions & Deductions), **Addendum A** lists all wages, fringe benefits, and deductions in the Agreement between the Associated General Contractors of Illinois and Operative Plasterers' and Cement Masons' International Association **Local #143 (Champaign) and Local #18, Area #152 (Bloomington)**, covering Highway/Heavy construction work in Illinois Highway District #5, effective May 1, 2002 through April 30, 2006.

EFFECTIVE MAY 1, 2003

Cement Masons Local #143, Champaign

Wages	\$22.59
Health & Welfare	3.20
Pension	6.50
Apprentice Training	0.20
Total Package	\$32.49

Deductions

Dues Check-off	1.14
IRA (with employee authorization)	1.00
Vacation (with employee authorization)	1.00

Cement Masons Local #18, Area #152, Bloomington

Effective July 1, 2003

Wages	\$22.71	21.71
Health & Welfare	5.00	6.00
Pension	3.00	3.00
Annuity	1.65	1.65
Apprentice Training	0.20	0.20
Total Package	\$32.56	\$32.56

Deduction

Dues Check-off (4%)
1.30 + .10 = 1.40

Deduction

Dues Check-off (4%)
1.30 + .10 = 1.40

Future increases, Local #143:

Effective 5-1-04 \$1.25
Effective 5-1-05 \$1.35

Future increases, Local #18, Area #152:

Effective 5-1-04 \$1.22
Effective 5-1-05 \$1.31

JUN 18 2003